

**LEGISLATIVE SERVICES AGENCY
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FISCAL IMPACT STATEMENT

LS 6361

BILL NUMBER: HB 1073

NOTE PREPARED: Mar 4, 2003

BILL AMENDED: Feb 25, 2003

SUBJECT: State Merit Employment.

FIRST AUTHOR: Rep. Liggett

FIRST SPONSOR: Sen. Harrison

BILL STATUS: As Passed - House

FUNDS AFFECTED: X **GENERAL**
DEDICATED
FEDERAL

IMPACT: State

Summary of Legislation: This bill amends the policies and purposes of the State Personnel Act by adopting the current federal standards for merit systems of personnel administration. The bill provides that classified service vacancies shall be filled by means approved by the State Personnel Director in accordance with merit system principles. The bill reconciles language on disqualification of applicants with the federal Americans with Disabilities Act. The bill abolishes the State Personnel Advisory Board.

The bill also repeals provisions that:

- (1) require the State Personnel Director to administer tests and certify eligible lists;
- (2) establish the career bipartisan personnel system; and
- (3) require each agency that employs engineers to adopt rules establishing a merit system.

The bill also makes conforming and other technical amendments.

Effective Date: July 1, 2003.

Explanation of State Expenditures: This bill clarifies and updates the state's personnel law. The changes in this bill are expected to lower the State Personnel Department's administrative expenses as a result of the adoption of current federal personnel administration standards. Under current law, the State Personnel Department is required to fill certain vacancies with prospective employees who have been placed on an "eligibles list". The bill eliminates the requirement that the Department administer tests and certify lists of eligible applicants. The elimination of these lists will allow the Department to determine whether an individual is qualified to fill a vacancy solely through the review and analysis of the individual's education,

work history, and other relevant factors. The State Personnel Department anticipates that any cost savings will be used to enhance staff training on the new hiring process.

The other provisions of this bill are not expected to have a fiscal impact.

Explanation of State Revenues:

Explanation of Local Expenditures:

Explanation of Local Revenues:

State Agencies Affected: State Personnel Department.

Local Agencies Affected:

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